



**Corporate  
Covenant**

## **The Armed Forces Corporate Covenant**

Adnams Plc

We, the undersigned, commit to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, both Regular and Reservists, Veterans and military families contribute to our business and our country.

Signed on behalf of Adnams Plc

Signed:

A handwritten signature in black ink, appearing to read 'A Wood', with a horizontal line extending to the right.

Name: Dr Andy Wood O.B.E.

Position Held: C.E.O.

Date: 7<sup>th</sup> December

**ADNAMs.**  
SOUTHWOLD



Ministry  
of Defence

# **The Armed Forces Covenant**

An Enduring Covenant Between

The People of the United Kingdom  
Her Majesty's Government

– and –

All those who serve or have served in the Armed Forces of the Crown

And their Families

The first duty of Government is the defence of the realm. Our Armed Forces fulfil that responsibility on behalf of the Government, sacrificing some civilian freedoms, facing danger and, sometimes, suffering serious injury or death as a result of their duty. Families also play a vital role in supporting the operational effectiveness of our Armed Forces. In return, the whole nation has a moral obligation to the members of the Naval Service, the Army and the Royal Air Force, together with their families. They deserve our respect and support, and fair treatment.

Those who serve in the Armed Forces, whether Regular or Reserve, those who have served in the past, and their families, should face no disadvantage compared to other citizens in the provision of public and commercial services. Special consideration is appropriate in some cases, especially for those who have given most such as the injured and the bereaved.

This obligation involves the whole of society: it includes voluntary and charitable bodies, private organisations, and the actions of individuals in supporting the Armed Forces. Recognising those who have performed military duty unites the country and demonstrates the value of their contribution. This has no greater expression than in upholding this Covenant.

## **Section 1: Principles Of The Armed Forces Corporate Covenant**

1.1 We Adnams Plc will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

- *no member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other citizen*
- *in some circumstances special treatment may be appropriate especially for the injured or bereaved.*

## **Section 2: Demonstrating our Commitment**

2.1 Adnams Plc recognises the value serving personnel, reservists, veterans and military families bring to our business. We will seek to uphold the principles of the Armed Forces Covenant, by:

- *promoting the fact that we are an armed forces-friendly organisation across all areas of our business and on our website.*
- *highlighting the success stories of veterans employed within our business at every suitable opportunity;*
- *supporting the recruitment and employment of veterans young and old through our participation in the VETS programme and service charities. We will guarantee interviews to candidates who meet our core selection criteria and will always provide feedback. We will ensure in work support is in place for all Service veterans;*
- *striving to support the employment of Service spouses and partners;*
- *being as flexible and understanding as possible when granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *Supporting and promoting employee and customer giving to Service Charities*
- *Be open to new ways of supporting and showing appreciation for the Armed Services*

2.2 We will publicise these commitments on our website, setting out how we will seek to honour them and inviting feedback from the Service community, our employees and our customers on how we are doing.